



**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF NEW MARLBOROUGH  
OFFICE OF THE BOARD OF SELECTMEN  
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Tara B. White, Chair  
Michele Shalaby  
Nathaniel H. Yohalem  
Board of Selectmen

**Minutes of Selectmen's Meeting  
Monday, December 15, 2014**

**Board Members Present:** Tara B. White, Chairman  
Michele Shalaby  
Nat Yohalem

**Others Present:** Owen Hoberman  
Sharon Fleck, Administrative Secretary  
John Pshenishy

**The meeting of the Board of Selectmen convened at 9:32 a.m.**

The Board read the minutes. **After a discussion, a motion was made and seconded and so voted by all members to approve the minutes of the December 8, 2014 Selectmen's meeting, as amended.**

**Personnel Policy** – The Board, along with the Personnel Policy Committee, reviewed the suggested changes made by the Committee. Although not complete or approved, changes have been made in the following areas: Memorandum of Understanding for new employees detailing their hours and responsibilities, vacation time, sick days, disciplinary actions, the grievance procedure and performance evaluations. Long and short-term disability insurance will be looked into for Town employees. Suggestions relating directly to the Highway Department will be reviewed with Highway Superintendent, Charles Loring and the Personnel Policy Committee at a future Selectmen's Meeting. Selectman Shalaby suggested that employment applications should be filled out for all prospective employees. A discussion ensued regarding merit raises vs. across-the-board employee raises. The Board felt the across-the-board raises dealt fairly with each employee, and that salaries were not the responsibility of the Personnel Policy Committee.

**Bid for Town Hall Assessor's Office/Bathrooms** – No bids were received. Bid packages were sent out to four organizations, three of which didn't bid on the project, but rather represent different contractors. Salco, in Pittsfield, came to Town Hall to look at the project but chose not to bid. When asked why, the response was that no architect was on hand to answer questions. Salco was to email back any further reasons for not bidding, but no email was received.

**Transfer Station Bid** – The decision to award the bid will be discussed Monday, December 22, 2014.

**Bond Issues** – Selectman Yohalem expressed his concern regarding the total cost of possible upcoming bond issues, i.e. \$7.7 million for the Southern Berkshire Regional School District and \$2.5 million for Wired West. In addition, the Fire Truck loan begins in FY 2017.

**Budgets** – There will be a joint Finance Committee-Board of Selectmen meeting on Thursday January 8, 2015.

**Wired West** - Selectman Shalaby reported that this is a plan that will undoubtedly not work for many towns, including New Marlborough. She gave an example that if a home was valued at \$230,000 the increase in tax, as a result of Wired West funding, would be approximately \$246 per household. Selectman Shalaby suggested the Town continue on its track with Wired West in the anticipation that additional funding and/or revised plans will take place. A revised resolution will be sent to Wired West.

**Highway Truck Borrowing** - There were two options for borrowing the \$228,000:

1. Five one-year temporary loans, which must be refinanced every year and would include fees of approximately \$2500. The interest rate could change from year to year
2. Five-year serial statehouse loan, in which one fee of approximately \$1,000 would be charged. Interest rates are not available at this time, but appear to be in the neighborhood of 2.25%, which would be a fixed rate for the term of the loan.

The Board felt it would be advantageous for the Town to use the five-year serial loan.

**Humes Request** – Chairman White will respond to the Humes request for Vo-Tech funding for their son, explaining that the Town must receive formal request prior to April 1 for the Fall semester in order for the Board to consider the application. **A motion was made, seconded and so approved authorizing the Chairman to send a letter to the Humes explaining that the Town is not responsible for their son's tuition, having not received request prior to April 1.**

**School Repairs** – Selectman Shalaby stated she had a conversation with Vito Valentini regarding the roof repairs, and obtaining a non-state affiliated expert opinion on the options available for repairing the roof. Michele had a discussion with the Town's Building Inspector, Tom Carmody, who will have conversations with such experts to determine what other options might be available. Michele also reported that with the bio-mass system, \$50,000 in carbon credits would be available. Michele also reported that she spoke with Freddie Friedman about this service where a furnace is brought in, owned and operated by them, but that company receives the carbon credits.

**Being that there was no further business to be brought before the Board, a motion was made, seconded and so voted by all members to adjourn the meeting 11:27 p.m.**

Respectfully submitted,

Sharon Fleck  
Administrative Secretary